



Bastrop County Job Posting

804 Pecan Street, Bastrop TX 78602

(512) 581-7120

An Equal Opportunity Employer

Title: Sign Shop Manager	Opening Date: December 7, 2015	Application Deadline: December 28, 2015	Job #: 151203
Department: Engineering	Starting Salary: \$17.50-\$19.50 Hourly	Location: Bastrop, Texas	Travel: N/A

INTERNAL AND EXTERNAL JOB POSTING

Brief Job Description: This position is under the direct supervision of the County Engineer and performs duties as required to manage and coordinate work activities related to sign fabrication, repair and installation as needed to properly maintain various sign types for Bastrop County infrastructure.

General Knowledge, Skills, & Abilities: Advanced principles and practices of Texas Manual on Uniform Traffic Control Devices (TMUTCD) and the application of standards found in TMUTCD; General tools, equipment, materials, and methods used in the fabrication and installation of signs; Inventory control methods and technique; Personal Computer skills and software, including Microsoft Office; Professional Customer Service skills; Proper English usage, spelling, grammar and punctuation; Maintain machines and equipment used in sign production and installation; Perform multiple tasks simultaneously in a timely manner; Communicate clearly and concisely, both verbally and in writing; Properly interpret, understand and make decisions in accordance with laws, regulations and policies; Establish and maintain effective working relationships with those contacted in the course of the job; Operate equipment required to perform essential job functions; Work independently in the absence of supervision; Work in a safety-conscious environment and to follow and promote good safety practices;

Minimum Qualifications:

Experience: Two years' experience in sign fabrication and installation for a municipal, county or state agency; OR coursework in sign fabrication with considerable experience in installation of traffic signs; OR any equivalent combination of training and experience.

Education: High School diploma or equivalent.

Licensing: Valid Texas Driver's License

Bastrop County does not discriminate on the basis of race, color, age, national origin, sex, religion or disability in employment or in its activities. Minorities, Veterans, and Disabled applicants are encouraged to apply.

A Bastrop County Job Application is required, and can be downloaded at:

http://www.bastropcountytexas.gov/users/0001/forms_apps/Bastrop_County_and_Sheriffs_Office_Application.pdf. Applicants may mail or drop off an application at: Bastrop County, Attn: HR, 804 Pecan Street, Bastrop, Texas 78602 OR email applications to apply@co.bastrop.tx.us. Applications postmarked after the closing date will not be accepted. Unless otherwise indicated, regular attendance is an essential job requirement of all positions in the county. This position may require shift work outside the normal business hours and weekends. All positions requiring a degree and/or licensing require proof of degree and/or license. Your application for employment with Bastrop County may subject you to a criminal background check.

IMPORTANT NOTE TO ALL APPLICANTS: Only applicants scheduled for interviews will be contacted. If you are scheduled for an interview and require any reasonable accommodation in our interview process, please inform the hiring representative who calls you to schedule your interview. Whenever possible, please give the hiring representative sufficient time to consider and respond to your request. Thank you for considering employment with Bastrop County. Visit our website at: <http://www.co.bastrop.tx.us/site/jobs>.



BASTROP COUNTY, TEXAS

Job Description

Job Title: Sign Shop Manager

Department: Engineering

FLSA Status: Non-Exempt

Reports To: County Engineer

SUMMARY: This position performs duties as required to manage and coordinate work activities related to sign fabrication, repair and installation as needed to properly maintain various sign types for Bastrop County infrastructure.

SUPERVISION RECEIVED AND EXERCISED:

Receives supervision from County Engineer.

Provides guidance, instruction, direction and leadership to assistants as assigned to Sign Shop.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

1. Fabricate, repair and install traffic signs in accordance to standards found in the Texas Manual on Uniform Traffic Control Devices and/or as directed by the County Engineer;
2. Requisition the necessary supplies and materials for traffic control sign fabrication;
3. Direct assigned personnel in the fabrication of traffic control signs;
4. Ensure proper storage of materials and inventory control;
5. Provides exceptional customer service to County employees and the public;
6. Works as part of a team and maintains a cooperative, helpful attitude towards fellow workers, supervisors, and the general public;
7. Maintains confidentiality and security of all Engineering and Development information and systems;
8. Performs related work or duties as assigned by supervisor.

OTHER FUNCTIONS: Performs other job related duties as directed by supervisor(s). **Regular attendance is considered an Essential Function of this job.** **NOTE:** The essential functions describe the general nature and level of work being performed by employees holding this position. This is not intended to be a comprehensive listing of all duties and responsibilities required, nor are all duties listed necessarily performed by any one employee so classified.

MINIMUM QUALIFICATIONS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Knowledge of:

Advanced principles and practices of Texas Manual on Uniform Traffic Control Devices (TMUTCD) and the application of standards found in TMUTCD;
General tools, equipment, materials, and methods used in the fabrication and installation of signs;
Inventory control methods and technique;
Personal Computer skills and software, including Microsoft Office;
Professional Customer Service skills;
Proper English usage, spelling, grammar and punctuation;
Standard office policies, procedures, and equipment;
Bastrop County policies and procedures.

Ability to:

Maintain machines and equipment used in sign production and installation;
Perform multiple tasks simultaneously in a timely manner;
Record, and disseminate accurate information from telephone conversations and personal contact;
Communicate clearly and concisely, both verbally and in writing;
Understand and follow verbal and written instructions;
Complete routine business correspondence;
Effectively speak to small audiences to convey information;
Properly interpret, understand and make decisions in accordance with laws, regulations and policies;
Conduct business with the public in a professional, courteous manner;
Function independently, exercise good judgment, manage multiple projects, and meet deadlines;
Establish and maintain effective working relationships with those contacted in the course of the job;
Demonstrate personal communication skills including effective telephone skills and public speaking;
Operate equipment required to perform essential job functions;
Work independently in the absence of supervision;
Work in a safety-conscious environment and to follow and promote good safety practices;
Handle exposure to potentially hostile individuals;
Maintain confidentiality of information encountered in work activities at all times.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential duties of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Maintain effective audio-visual discrimination and perception needed for:

Making observations, reading and writing, operating assigned equipment, and communicating with others;

Employee must have visual abilities including close vision, distance vision, depth perception, peripheral vision, and the ability to adjust focus.

Maintain physical condition needed to accomplish the performance of assigned duties and responsibilities, which may include:

Walking, sitting, or standing for long periods of time; Lifting and carrying materials weighing up to 50 pounds such as files, records and sign shop inventory; Frequent climbing, stooping, crawling, squatting, &/or kneeling; performing manual labor and working on uneven and/or slippery surfaces.

Effectively handle a work environment and conditions which involve exposure to various weather conditions, dust, dirt, fumes, grasses, weeds, and other vegetation.

Maintain mental capacity sufficient to accomplish the performance of assigned duties and Responsibilities, which may include:

- Handling stressful situations;
- Interpreting federal laws and regulations;
- Effective interaction and communication with others;
- Prepare clear and concise reports;
- Making sound decisions in a manner consistent with the essential job functions.

EXPERIENCE, EDUCATION, and LICENSING:

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Experience:

Two years' experience in sign fabrication and installation for a municipal, county or state agency; OR coursework in sign fabrication with considerable experience in installation of traffic signs; OR any equivalent combination of training and experience.

Education:

High School diploma or equivalent.

Licensing:

Valid Texas Driver's License

SELECTION GUIDELINES:

Formal application; rating of education and experience; oral interview; reference and other background checks; job-related tests may be required.

***** This position is subject to random and/or reasonable suspicion and/or post-accident testing for drugs and alcohol.**

This job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change. The employee further understands, and accepts, that this position falls under the provision of an "At Will" employment, and under no circumstances is a contract for employment.